

PERSONNEL POLICY BOARD

October 7, 2004

MEETING

Meeting was held Thursday, October 7, 2004, Commissioners Hearing Room, County-City Building, Lincoln, Nebraska.

Members present: Bob Evnen, Sue Dedick, Ed Bryson, Doug McDaniel, Jim Haszard. Member absent: Helen Griffin. Personnel Department resource staff attending: Karen Eurich.

The meeting was opened at 1:30 p.m. by Chair Doug McDaniel.

It was moved by Bob Evnen and seconded by Jim Haszard to approve the minutes of the July 1, 2004 meeting. Motion unanimously carried.

Don Taute of the Personnel Department approached the Board and asked that the items be heard out of order as we were awaiting the arrival of Tom Fox from the County Attorney's office to address Items 1 and 2. He asked the Board to consider Agenda Item Number 3 first.

Chair Doug McDaniel granted this request.

Agenda Item 3 was the request to amend Rule 19.3 of the Personnel Rules – Sick Leave. John Cripe of the Personnel Department explained this request was due to AFSCME negotiations this spring wherein a sick leave incentive program was implemented for the Youth Services Center as a test program. The Department Head for the Youth Services Center wanted all of the employees to be covered under the incentive program, therefore the need to change the Rules is to cover the employees that are considered unrepresented. The AFSCME contract covers the employees represented by the union. The goal of the sick leave incentive program is to reduce the average use of sick leave by all of the employees in the Department. Following discussion, it was moved by Jim Haszard and seconded by Sue Dedick to approve the amendment as presented. Motion unanimously carried by roll call vote.

Agenda Item 1 was the request to create a Cellular Telephone Usage Personnel Policy Bulletin and Agenda Item 2 was the request to create a Personal Digital Assistant (PDA) Purchase and Usage Personnel Policy Bulletin. Gwen Thorpe of the County Commissioners Office addressed the Board on the creation of the two policies, which were developed at the request of the County Board of Commissioners. Don Taute of the Personnel Department advised the Board he had received a voicemail from Gary Young of the Keating, O'Gara, Davis & Nedved law firm voicing his opposition to the creation of the two policies. His reasons for the opposition include requiring employees to replace or pay for damages to cell phones or PDAs. Mr. Young feels this is a condition of employment, and these policies should be negotiated with the County labor unions prior to their approval by the Personnel Policy Board. Don Taute explained that Gary Young's voicemail indicated he was out-of-town and unable to attend today's meeting. Gwen Thorpe explained that the cell phones used by employees of the County are purchased through a contract agreement with the Purchasing Department and therefore they all belong to the County. Tracy Fullmer of Keating, O'Gara, Davis & Nedved law firm appeared on behalf of Gary Young and the AFSCME, FOP and Sheriff's Deputy unions. She indicated that provisions within the

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bulletins are considered as conditions of employment and should be negotiated with all labor unions. Ms. Fullmer referred to the provisions of requiring an employee to pay for damages to the equipment, and disciplinary action may be imposed on employees. The Board asked Don Taute, Personnel Director, if he had heard of this opposition from the union prior to the meeting. Don Taute indicated the voicemail received from Gary Young that morning was the first objection or information he had received from anyone in opposition to the policies. Don Taute suggested to the Board, because of the objections being raised by the unions' attorney, that the Board table items 1 and 2 and allow the County and the unions to work out some of the issues raised today.

It was moved by Bob Evnen and seconded by Ed Bryson to table Items 1 and 2. Motion unanimously carried by roll call vote.

Agenda Item 4 was the election of Chair. It was moved by Jim Haszard and seconded by Bob Evnen to elect Doug McDaniel as Chair. Voting yes: Bob Evnen, Sue Dedick, Ed Bryson, Jim Haszard. Abstaining: Doug McDaniel.

Agenda Item 5 was the election of Vice-Chair. It was moved by Jim Haszard and seconded by Doug McDaniel to elect Bob Evnen as Vice-Chair. Motion unanimously carried.

There being no further business, the meeting adjourned at 1:50 p.m.

The next regular scheduled meeting is tentatively set for Thursday, November 4, 2004.

Karen Eurich
Personnel Operations Specialist

pc: Kerry Eagan
Brett Wheeler, FOP
Melvin Moore, AFSCME
Tom Fox

Judy Foote, EAT
Gary Young
Department Heads